

TRAINING ASSESSMENT

ANALYZE THE TECHNIQUES OF TRAINING ASSESSMENT

TYPES OF EVALUATIONS

Informal

Internal

- ◆ Is a function of unit leadership whenever training is conducted. For example, squad leader checks vehicle PMCS.

External

- ◆ Is conducted by leaders during visits to training of subordinate units. For example, CSM spot-checks soldiers' range cards.

Formal

Internal

- ◆ An evaluation of squad and below proficiency. For example, squad leaders evaluate the squad individual and collective tasks.

External

- ◆ An evaluation of battalion / company / platoon proficiency. For example, battalion evaluates platoon ARTEP training events.

EVALUATION PLANNING

- **Type of exercise**
- **Date(s) of exercise**
- **Type of evaluation**
- **Support requirements**
- **Coordination for external evaluation support**

SHORT-RANGE PLANNING

- **Commander's intent and focus for the exercise**
- **Pre-execution checklist**
- **Level of evaluation**
- **Dates for training the evaluators**
- **Plan for conduct of evaluator training**
- **ARTEP-MTP or T&EOs.**

EVALUATION & CONTROL PLAN

- **Intent of the exercise and the evaluation**
- **Evaluation procedures**
- **Exercise scenario**
- **Training objective**
- **Resource guidance**
- **Required coordination**

EVALUATION & CONTROL PLAN (Continue)

- **Discussion of evaluator's role in safety**
- **Rules of engagement**
- **Exercise operating procedures (Exop)**
- **Reference—SMs, FMs, MTPs, and SOPs**
- **Evaluation checklist and T&EOs**
- **Guidance on conduct of AARs**

EVALUATOR GUIDELINES

- **Be trained** (tactically and technically proficient)
- **Know the terrain**
- **Know the evaluation standards**
- **Follow the tactical and field SOP**
- **Apply relevant information**
- **Identify strengths as well as weaknesses**
- **Patiently observe all actions of the unit**

EVALUATOR GUIDELINES (Continue)

- **Always use the chain of command**
- **Coach Leaders**
- **Assist the commander and leaders in training safely**
- **Be flexible**
- **Do what the soldiers do**
- **Know OPFOR training objectives**

AAR KEYPOINTS

- **Are conducted during or immediately after each event**
- **Focus on intended training objectives**
- **Focus on soldier, leader and unit performance**
- **Involve all participants in the discussion**
- **Use open-ended questions**
- **Are related to specific standards**
- **Determine strengths and weaknesses**
- **Link performance to subsequent training**

AAR FORMAT

- **Introduction and rules**
- **Review of training objectives**
- **Commander's mission and intent**
(what was supposed to happen)
- **Opposing force (OPFOR)**
commander's mission and intent
- **Relevant doctrine and tactics,**
techniques, and procedures (TTPs)

AAR FORMAT

(Continue)

- **Summary of recent events (what happened?)**
- **Discussion of key issues (why it happened and how to improve)**
- **Discussion of optional issues**
- **Discussion of force protection issues (discussed throughout)**
- **Closing comments (summary)**

AAR PROCESS

- **Planning**
- **Preparing**
- **Conducting**
- **Follow-UP (Using AAR Results)**

PLANNING

- **Select and train qualified OCs**
(observer controllers)
- **Review all pertinent publications**
(training & evaluation plan/ARTEP/MTPs/STPs)
- **Identify when AARs will occur**
- **Determine who will attend AARs**
- **Select potential AAR sites**
- **Choose training aids**
- **Review the AAR plan**

PREPARATION

- **Review training objectives, orders, METL, and doctrine**
- **Identify key events OCs are to observe**
- **Observe training and take notes**
- **Collect observations from other OCs**
- **Organize observations**
- **Reconnoiter the selected AAR site**
- **Prepare the AAR site**
- **Conduct rehearsal**

CONDUCT

- **Seek maximum participation**
- **Maintain focus on training objectives**
- **Constantly review teaching points**
- **Record key points**

FOLLOW UP

- **Identify tasks requiring training**
- **Fix the problem--retrain immediately, revise SOP, integrate into tutors training plans**
- **Use to assist in making commander's assessment**

COMMAND ASSESSMENT PROGRAM

- **Fixes responsibility within the staff and subordinate units for gathering and analyzing evaluation data and preparing recommendations**
- **Concentrates on the effectiveness of leader and organizational training**

COMMAND ASSESSMENT PROGRAM

(continue)

- **Utilizes the CSM and other senior NCOs to gather feedback on individual, crew, and small team training**
- **Allows the higher commander to monitor outcomes and take action to reshape priorities, policies, or plans to overcome assessed weaknesses and sustain demonstrated strengths**